

MULTIMEDIA



UNIVERSITY

STUDENT IDENTIFICATION NO

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MULTIMEDIA UNIVERSITY

FINAL EXAMINATION

TRIMESTER 1, 2019/2020

BHR2034 – HUMAN RESOURCE MANAGEMENT

(All sections/groups)

19th October 2019
2.30 p.m.- 4.30 p.m.
(2 Hours)

INSTRUCTIONS TO STUDENTS

1. This question paper consists of **TWO (2)** pages including the cover page.
2. Answer **ALL** questions. All questions carry equal marks and the distribution of the marks for each question is given.
3. Please write all your answers in the Answer Booklet provided.
4. Each question carries 25 marks. Total marks for this exam is 100 marks.

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QUESTION 1

- a. Discuss the steps in creating structured situational interviews and identify the differences between structured and unstructured interviews. (15 marks)
- b. Explain **TWO (2)** authorities given to line authority and staff authority. (10 marks)

(TOTAL 25 MARKS)

QUESTION 2

- a. Identify and explain the **THREE (3)** basis of employees dismissal. (15 marks)
- b. Define the concept of Competency-Based Pay. Identify the **THREE (3)** reasons organization uses competency based pay. (10 marks)

(TOTAL 25 MARKS)

QUESTION 3

- a. The most important product of job analysis is the job description. List and describe **FIVE (5)** items in the job description. (15 marks)
- b. Discuss **FOUR (4)** importance of having employee orientation in organization. (10 marks)

(TOTAL 25 MARKS)

QUESTION 4

- a. Explain and discuss how employers could improve the chances of success for an expatriate. (15 marks)
- b. Discuss and explain **FOUR (4)** importance of performance appraisal. (10 marks)

(TOTAL 25 MARKS)